

VALLEY SCHOOL DISTRICT #262
DIFFERENTIAL PAY PLAN
2013-14

With the new budget from the State this year there is a line item to be used for differential pay and professional development. By statute we must develop a plan with input from the staff to distribute the allocation. The following plan was developed and approved by the Valley School Board. The allocation will be divided as follows:

- 35% Will be an incentive divided evenly across the staff, both certificated and classified, proportionally according to their FTE status, when the district is rated as a 3 star or better system according to the State formula. If that status is not achieved this portion of the differential pay plan will be added to the 55% for student growth and achievement plans.
- 10% Will be an incentive to certified staff members for completion of **“approved”** professional development credits. Credits must be recognized by accredited institutions. **Credit verification must be submitted in the district office on or before the last day of school.** All credits earned by staff members during the school year (September through May) will be totaled and divided into the distribution for this portion of differential pay to determine the value of each credit. The value of each credit will be multiplied by the number of credits each staff member earned to determine the amount of each stipend.
- 55% Will be an incentive for plans drawn by the certified staff that are directly tied to student growth and achievement. Certified staff will have equal **“opportunity”** for earnings but will not necessarily receive equal amounts of this distribution. Individual shares will be earned for meeting the measurable outcomes; the number of shares will be determined and divided into the distribution for this portion of differential pay to determine the value of each share. The value of each share will be multiplied by the number of shares each staff member earned to determine the amount of each stipend.

20% Writing and administering pre test and post test	Each teacher earns one share for writing and administering pre and post tests.
50% Student growth and achievement on post tests	Each teacher will earn one share if: at least 85% of the students demonstrate growth on the pre to post test.
30% Parental Contact	Teachers must contact 100% of their students' parents or guardians every semester to gain an additional share.

Note: Certified staff members who are not specifically assigned students (Counselor, Special Education, etc.) will receive proportional incentives with other staff members as they are part of the overall success of the students.